

# ■ Generational Communication Tips

## *Building a Foundation for Belonging*

**Facilitator:** Jose Johnson | josejohnson.com

---

### **Five Generations, One Workplace**

Today's workplace includes up to five generations, each shaped by different experiences, technologies, and expectations. Understanding these differences helps leaders communicate more effectively and create a culture of respect and collaboration.

#### **Traditionalists (Silent Generation)**

Born before 1946. Value loyalty, discipline, and respect for authority. Prefer clear structure, formal communication, and recognition for service. Tip: Show appreciation for experience and maintain professionalism in tone.

#### **Baby Boomers**

Born 1946–1964. Motivated by personal growth, teamwork, and commitment. Prefer face-to-face communication, phone calls, and structured meetings. Tip: Ask for their insights and recognize their contributions to stability and mentorship.

#### **Generation X**

Born 1965–1980. Value independence, efficiency, and practicality. Prefer direct, concise communication and value autonomy. Tip: Respect their time, give them space to work independently, and provide context for change.

#### **Millennials (Generation Y)**

Born 1981–1996. Seek collaboration, purpose, and feedback. Prefer digital communication like chat, text, or short updates. Tip: Offer clear direction, recognize creativity, and connect tasks to meaningful outcomes.

#### **Generation Z**

Born after 1996. Value diversity, authenticity, and adaptability. Prefer visual, quick-response communication and expect inclusivity. Tip: Embrace new ideas, encourage innovation, and provide real-time feedback.

### **Bridging the Gap**

- Stay curious—ask questions before assuming intent.
- Combine digital tools with personal connection.
- Encourage reverse mentoring across generations.

- Recognize that communication preferences reflect comfort, not capability.

“Every generation brings value—our job is to listen, learn, and lead with understanding.”

---

Jose Johnson | Coach • Consultant • Speaker  
■ [jose@josejohnson.com](mailto:jose@josejohnson.com) | ■ [www.josejohnson.com](http://www.josejohnson.com)